

EXHIBIT B
(Heal Declaration)

Charles "Sid" Heal
Curriculum Vitae

Personal Information

Charles "Sid" Heal
Born in Flint, Michigan
April 17, 1950

SSN 386-50-7890

Married, five children

Formal Education

Masters Degree (1979), University of Southern California,
"Public Administration"

Masters of Science Degree, (1995) California State Polytechnic University at
Pomona, "Management"

Bachelors Degree (1974), California State University at
Los Angeles, "Police Science and Administration," awarded
with High Honor

Associate of Arts (1982), Pasadena City College
"Criminal Justice," awarded with Administration Honors

Graduate California Peace Officer's Standards and Training, Center for
Leadership Development, Command College, Class #19, (1995)

California POST Commission Certificates

Peace Officer	Basic, Basic-Specialized, (Investigation), Intermediate and Advanced Certificates Specialized Training Certificates
Sergeant	Supervisory Peace Officer Certificate
Lieutenant	Police Management Certificate

Certificates

Teaching Credentials, issued by the Board of Governors of the California
Community Colleges, No. 215054, valid for life

California State Contractor's License, issued by California State Contractor's
License Board, General Contractor, No. 539127

Awards and Commendations

Recipient of more than 90 formal or written commendations from law enforcement, military and governmental agencies.

Received award from the Dutch Royal Marines for training in Hostage Rescue Techniques, 1988

Awarded the National Tactical Officer's Association, Tactical Officer of the Year Award, (John Kolman Award), 1989

Letter of Appreciation from California Commission on Peace Officer Standards and Training, (POST), for serving as consultant, 1989

Letter of Appreciation from U.S. Department of Justice, Federal Bureau of Investigation for providing information and instruction on SWAT related subjects, 1989

Letter of Appreciation, Office of the State Attorney, Eighteenth Judicial Circuit of Florida for providing expert testimony on SWAT related subjects, 1989

Commendation from the Emergency Preparedness Commission for the County and Cities of Los Angeles for the development of a comprehensive series of training courses on Civil Disorder Management, December 1993

Recipient of the Los Angeles Sheriff's Department's Meritorious Service Award, March 1994

Awarded Certificate of Appreciation and lifetime membership in National Tactical Officer's Association, March 1994

Recipient of Letter of Appreciation from Los Angeles County Board of Supervisors for coordination and support efforts during the 1994 Northridge Earthquake, August 1994

Recipient of Letter of Appreciation from Department of the Treasury, Bureau of Alcohol, Tobacco and Firearms for providing information on SWAT related subjects, October 1994

Recipient of Letter of Appreciation from Honorable Daniel H. Simpson, Special Envoy to Somalia and Anthony C. Zinni, LtGen, USMC, March 1995

Law Enforcement Training

October 1979

Prison Gang Overview

California. Dept.
of Justice

December 1979	Techniques of Teaching	California State Department of Education
December 1979	Advanced Driver's Training	LASD
November 1980	Specialized School of Advanced Criminology for Law Enforcement	FBI
January 1981	Combat Shotgun	LASD
March 1981	AR-15 Rifle Qualification Course	LASD
April 1981	AR-15 Rifle Qualification Course	LASD
October 1981	Weapons Training	LASD
January 1982	Cocaine School	California Narcotic Officer's Association
January 1983	Terrorism Seminar	City of Hawthorne
April 1983	Field Operations School for Sergeants	LASD
July 1983	Assertive Supervision	Southwest Regional Training Center
September 1983	Sergeant Supervision School	POST
October 1983	Mobile Platoon Tactics	LASD
March 1984	Legal Aspects of Patrol Activities	Law Enforcement Legal Reporter, Inc.
April 1984	Civil Emergency, Advanced Officer Training	LASD
June 1984	Narcotics Addiction	LASD
July 1984	Basic Narcotics Investigations	LASD
November 1984	Advanced Narcotics Investigation	LASD
December 1984	Drug Law Enforcement	California Narcotic Officer's Association
February 1985	Special Weapons Team Training School #28	LASD

February 1985	Weapons Training	LASD
March 1985	Weapons Training	LASD
March 1985	MP-5 Assault Rifle Training	LASD
March 1985	Combat Shotgun Course	LASD
March 1985	Automatic Weapon Assault Course	LASD
March 1985	Automatic Handgun Assault Course	LASD
March 1985	Barricaded Suspect	LASD
April 1985	Barricaded Suspect	LASD
April 1985	Special Weapons Team, Terrorist Training	LASD
April 1985	Weapons Training	LASD
April 1985	Heckler-Koch P7 Weapons Training	LASD
May 1985	Special Weapons Training	LASD
May 1985	Weapons Training	LASD
May 1985	Barricaded Suspect Tactics	LASD
May 1985	Safety & Handling of Marine Explosives	Broco, Inc.
June 1986	Peer Counselor Training	LASD
February 1986	Positive Thinking for Law Enforcement	LASD
March 1986	High Risk Entry Techniques	LASD
June 1986	Hostage Rescue Techniques	LASD/USMC
June 1986	Tactics for Vehicle Stops	LASD
June 1986	High Risk Entry Techniques	LASD
June 1986	Helitac Training, (Airborne Vertical Insertions)	LASD
June 1986	Terrorist Training	LASD

June 1986	Explosive Breaching	LASD
June 1986	Assault Training	LASD
June 1986	Civil Liability Training	LASD
November 1986	Computer Basics for Law Enforcement	New Horizons Computer Learning Center
September 1986	Advanced Driver's Training	LASD
October 1986	Tactical Operations Course	National Tactical Officer's Association
December 1986	Career Integrity Workshop	LASD
December 1986	Automatic Handgun Assault Course	LASD
January 1987	Domestic Violence	LASD
January 1987	High Performance Driver's Training	LASD
March 1987	Aircraft Interventions	LASD/USN
August 1987	Automatic Handgun Assault Course	LASD
November 1987	Automatic Handgun Assault Course	LASD
January 1988	Post Trauma Stress	National Council on Alcoholism
May 1988	Basic Hostage Negotiations	LASD
May 1988	Crowd Control Techniques	LASD
September 1988	Hostage Rescue Techniques	LASD
September 1988	Helitac Training, (Vertical Insertions)	LASD
October 1988	Dignitary Protection	LASD
October 1988	Assault Course	LASD
October 1988	Movement Training	LASD
October 1988	Basic Hostage Negotiation	San Jose State University

November 1988	Beretta Conversion Training	LASD
November 1988	Beretta Certification Training	LASD
November 1988	Movement Training	LASD
April 1989	Tactical Communications	LASD
April 1989	High Risk Entry Training	LASD
May 1989	Civil Disorder Training	LASD
May 1989	Supervision Up-Date Seminar	Chapman College
May 1989	Special Weapons Training	LASD
October 1989	POST Mid-Management Course	California State University, Northridge
April 1989	Training Management Course	Justice Training Institute
September 1990	Anti-Riot Weapon Enfield (ARWEN) training	LASD
October 1991	Legal Education Update Seminar	California State University, Long Beach
February 1992	Hazardous Materials Scene Management (Rio Hondo College)	LASD
October 1992	Incident Command System, Officer In Charge Course	LASD
January 1993	Civil Disorder Management Course	LASD
February 1993	Civil Disorder Platoon Commander's Course	LASD
September 1994	Disaster Planning	California Specialized Training Institute
November 1994	Earthquake Recovery	California Specialized Training Institute
January 1996	Emergency Operations Center, Executive Course	LASD
May 1997	Risk Management Course	LASD

Military Training (relating to tactics and/or law enforcement)

June 1977	Fire Support Coordination	USMC
November 1980	Advanced Techniques of Criminal Profiling	USMC/FBI
January 1982	Map Reading and Land Navigation	Marine Corps Institute
March 1982	Landing Force Staff Planning Course	USMC
March 1982	Supporting Arms	Marine Corps Institute
March 1982	Combat Intelligence	Marine Corps Institute
May 1982	Rifle Platoon in the Offense	Marine Corps Institute
May 1982	Rifle Platoon in the Defense	Marine Corps Institute
November 1982	Amphibious Operations	Marine Corps Institute
November 1982	Tactical Fundamentals	Marine Corps Institute
January 1983	Advanced Tactics	Marine Corps Institute
April 1984	Operations against Guerrilla Units	Marine Corps Institute
June 1985	Communications Plans and Orders	Marine Corps Institute
June 1985	Reconnaissance Marine	Marine Corps Institute
October 1985	Operations on Urban Terrain	Marine Corps Institute

April 1987	Terrorism Counteraction For Marines	Marine Corps Institute
July 1990	Small Unit Tactical Problems	Marine Corps Institute
October 1990	Marine Corps Leadership	Marine Corps Institute
December 1990	Combined Arms	Marine Corps Institute
December 1990	Combat Techniques	Marine Corps Institute
May 1992	Desert Operations	Marine Corps Institute
September 1992	Warfighting Skills Nonresident Program	Marine Corps Institute
June 1993	Military Functions in Civil Disturbances	Marine Corps Institute
December 1995	Introduction to Combat Intelligence	Marine Corps Institute

Law Enforcement Experience

June 1975	Cadet, attending Rio Hondo Police Academy #32, recruit level training and POST Qualification (First in Class)
September 1975	Investigator, Los Angeles County District Attorney's Office, Bureau of Investigation, Pretrial Liaison section, assigned to Pasadena Branch, Los Angeles Superior Court
January 1977	Deputy Sheriff Trainee, Los Angeles Sheriff's Department, assigned to Administrative Division, Sheriff's Academy Class #183, recruit level training and POST Qualification (First in Class)
May 1977	Deputy Sheriff, assigned to Men's Central Jail Facility, Custody Division, Module Officer, Prowler and Facility Training Deputy

January 1980	Deputy Sheriff, assigned to Firestone Sheriff's Station, Field Operations Region II, Patrol Deputy and Field Training Officer
October 1982	Deputy Sheriff, assigned to Industry Sheriff's Station, Field Operations Region III, Patrol Deputy, Special Projects Deputy and Acting Sergeant
April 1983	Sergeant, assigned to Crescenta Valley Sheriff's Station, Field Operations Region I, Field Sergeant, Watch Sergeant and Station Training and Scheduling Sergeant
January 1985	Sergeant, assigned to Special Enforcement Bureau, Field Operations Region II, Team Leader of Special Weapons Team- Blue Team, Special Projects and Bureau Training Sergeant
July 1989	Lieutenant, assigned to Central Property and Evidence Facility, Executive Division, Unit Commander
August 1990	Lieutenant, assigned to Firestone Sheriff's Station, Field Operations Region II, Watch Commander, Training and Scheduling Lieutenant, Manager of Patrol Operations, Project Manager of Career Criminal Apprehension Program
July 1992	Lieutenant, assigned to Lennox Sheriff's Station, Field Operations Region II, Watch Commander
September 1992	Lieutenant, assigned to Hall of Justice Jail Facility, Custody Division, Watch Commander
November 1992	Lieutenant, assigned to Firestone Sheriff's Station, Field Operations Region II, Watch Commander
December 1992	Lieutenant, assigned to Transit Services Bureau, Field Operations Region II, Watch Commander
March 1993	Lieutenant, assigned to Civil Disorder Task Force Training Group, Administrative Division, Unit Commander
May 1993	Lieutenant, assigned to Transit Services Bureau, Field Operations Region II, Watch Commander

August 1993

Lieutenant, assigned to Walnut/San Dimas Regional Sheriff's Station, Field Operations Region III, Watch Commander

April 1994

Lieutenant, assigned to Emergency Operations Bureau, Field Operations I, Operations & Special Projects Lieutenant

SWAT and Command Experience

Assigned to the Los Angeles Sheriff's Department, Special Enforcement Bureau (1985-1989) and responsible for the selection, training and supervision of Special Weapons Team - Blue. Bureau Training supervisor from September 1988 to July 1989.

Commanded and directed police and public safety personnel responding to several hundred life threatening (high risk) field operations, including street riots, jail riots, major fires, floods, barricaded suspects, hostage incidents, sniper situations, high risk search and arrest warrant services, site security and dignitary protection details.

Commanded and directed police personnel and security forces in response to public demonstrations and civil disorder at various public facilities including the Los Angeles County Board of Supervisor's Hearing Room, Los Angeles County Music Center, the City of Glendale Central Library, etc.

Served as consultant to California Commission on Peace Officer Standards and Training in SWAT related subjects, 1989-1991

Commanded and directed police and military personnel and other security forces during the 1992 Los Angeles Riots.

Team Leader for Civil Disorder Task Force Training Group, trained over 800 law enforcement personnel in civil disorders, riot tactics, less than lethal alternatives and counter-sniper techniques, 1993

Operations Officer for the County of Los Angeles Emergency Operations Center during the disaster relief operations for the "L.A. Firestorms" Sept/Oct 1993 and the Northridge earthquake, 1994.

Principal Advisor to the United States Marine Corps I MEF, in less than lethal technology and alternatives during Operation United Shield, Kenya and Somalia, 1995

Coordinator, Los Angeles County Terrorist Early Warning Group, and Member Terrorist Working Group, 1996 to present

Teaching and Training Experience

Have taught tactics and/or SWAT related subjects throughout the United States as well as the Kingdom of Thailand, Japan, Spain, France, Italy, Saudi Arabia, Kenya and Somalia

Have taught management and command and control level courses to police executives and local government officials throughout the United States

Have provided expert testimony and advice for courtroom presentations on tactical and SWAT related subjects throughout the United States

Author of *The Diversionary Device Reference Manual*, published by the National Tactical Officer's Association, 1991

Author of *Tactical Diagramming Hints*, published by the Tactical Response Association, (Varro Press), 1992

Co-Author of *Flash/Sound Diversionary Devices*, Training Key# 391, published by the International Association of Chiefs of Police, Inc., 1989

Contributor to *Nonlethal Weapons: Terms and References*, Bunker, Robert J., Editor, Institute for National Security Studies, U.S. Air Force Academy, Colorado, July 1997

Served as consultant for State of California Governor's Office of Emergency Services revision of "*Law Enforcement Guide for Emergency Operations*," published by Governor's Office of Emergency Services, Law Enforcement Branch, November 1996

Served as consultant for Naval Post-Graduate School, Monterey, California, 1997

Founding member of Institute for Non-Lethal Defense Technologies, Pennsylvania State University, College Park, PA

Author of more than forty articles which have appeared in law enforcement and military periodicals and professional journals throughout the world.

Featured columnist for the *Tactical Edge Magazine*, published by the National Tactical Officers Association, 1994 to present

Served as consultant for State of California Governor's Office of Emergency Services on "Managing Civil Disorders/Disobedience" committee, December 1997 to present

Featured Speaker at 1st International Nonlethal Conference, London, England, Nonlethal Defense Conference I, Washington D.C., as well as Johns Hopkins University, Laurel, MD, Pennsylvania State University, College Park, PA, McKenna College, Claremont, CA

Founding member of Institute for Non-Lethal Defense Technologies,
Pennsylvania State University, College Park, Pennsylvania

Have been interviewed, quoted, appeared on or consulted for *The Discovery Channel*,
20-20, *The Learning Channel*, *The Newshour*, *ABC News*, *British Broadcasting Corporation*,
Fox Television, *Australian*, *French* and *Japanese Television*, *U.S. News and World Report*,
and numerous periodicals and newspapers.

¹Current as of May 29, 1998